

JUN 1983

Pers 80-5027

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Harry E. Fitzwater
Director of Personnel Policy, Planning,
and Management

SUBJECT: Sabbaticals for Senior Intelligence Service
Members

REFERENCE: DDCI Questions re Sabbaticals

1. Our original sabbatical proposal was returned on 7 January with the DDCI's request for legal clarification which we sent to OGC on 10 January. OGC's opinion was received on 14 February at which time we were engaged in drafting and coordinating the Senior Officer Development Program (SODP) paper. Following PMAB consideration of the SODP paper on 14 April, another meeting was scheduled for 12 May to consider the sabbatical proposal. The final draft was signed by D/PPPM and D/OTR and sent to the DDCI on 22 May. Although action on the sabbatical paper could have been pushed through earlier, the sequence of events and the significance of the SODP led us to give the SODP proposal first priority, with the sabbatical proposal presented directly thereafter.

STAT 2. The five-year SIS service requirement does indeed reduce the pool of eligible officers as does the seven-year requirement for SES officers contained in the Civil Service Reform Act (CSRA). We sought to temper its impact on CIA by lowering the requirement from seven to five years and by applying the Civil Service voluntary retirement age of 55 to all SIS officers, including those eligible to retire at age 50 under CIARDS. In the group of 49 officers currently recommended for promotion to SIS-1, [redacted] would be eligible for sabbaticals (currently 47 or younger, could meet the five-year requirement, take a year sabbatical and return for two years before reaching age 55). It is likely that the Congress, Office of Personnel Management, and perhaps the Government Accounting Office will scrutinize all SES programs after the first year. We continue to believe that it would be prudent for CIA to conform to CSRA wherever feasible and to deviate only where there are unique CIA considerations. After the first year we can take a new look and make changes as appropriate.

3. Based on your questions, we recommend briefing the EXCOM prior to putting out the policy.

STAT [redacted]
Harry E. Fitzwater

ROUTING AND RECORD SHEET

Declassified in Part - Sanitized Copy Approved for Release 2013/09/04 : CIA-RDP95-00535R000300020008-4

SUBJECT: (Optional)

STAT

FROM:

SA/DDCI

EXTENSION

NO.

PERG 8-2815

DATE

2 June 1980

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Acting Director of Personnel Policy, Planning, and Management

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2. C/SIA - 200 discuss

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Ben-- Ben

DDCI has approved the SIS Sabbatical paper but has comments and questions as follows:

"I approved but have some concerns:

1. Why did this take so long?
2. Doesn't the 5-year plus retirement eligibility threshold reduce the eligible pool to a negligible amount, particularly CIARDs employees?
3. Let's brief EXCOM at next meeting.
4. If my concern in 2 is unwarranted, go ahead and put out to employees."

OPPPM should discuss this at the 18 June EXCOM meeting.

STAT

FORM 3-62

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